

2024 ANNUAL REVIEW

Chapter 1: Human Resources & Team Development



This year, we saw our team rises to **new heights of excellence**, our technology breaks new ground, and our market partnerships grow into deep, trusted relationships.

Join us as we reflect on the **key achievements of the year** and how Huasun is driving transformation in the renewable energy industry with the strength of our team!

PEOPLE-CENTRIC APPROACH

01 Uniting Talent, Developing Mastery



5000

employees across the world

8

industrial leaders

20%+

year-on-year increase in employees
with advanced degrees

470+

R&D personnel,
enabling superior integration of
delivery and customer service

Huasun's international expansion has made notable progress, with new talent from **China, Europe, the Middle East & Africa, Asia-Pacific, and Latin America**, injecting diverse perspectives and cultural energy into the global renewable energy industry.

02 Efficient Collaboration, Unlocking Team Potential

In response to global market shifts, Huasun has strengthened **internal coordination and cross-regional collaboration** to improve product delivery efficiency.



By optimizing processes and implementing digital tools, we've transitioned from localized support to **seamless global collaboration**. This has significantly enhanced our market responsiveness, decision-making, and execution efficiency.

03 Customer-First Service, Redefining Excellence

95%+

customer satisfaction level



100%

project delivery rate

Our commitment to exceptional service quality has strengthened Huasun's position as an industry leader, enhancing our reputation and securing a top position in key markets.

STRONG EMPLOYER BRAND

01

Comprehensive Career Support

Providing **one-stop support** for employees at every stage, from onboarding and skill development to career transition.



02

Enhancing Employee Wellbeing

Launched new benefits focusing on **mental health, family support, and multicultural initiatives**, covering all employees.

Organized **10+ team-building activities** across multiple cities, including Xuancheng, Dali, Wuxi, Hefei, and Nanjing in China.

03

Cultivating Leadership Development



Identifying and nurturing potential talent in the renewable energy sector, strengthening industry-university collaboration, and **building a strong talent pipeline** for the future.



04

Fostering Female Leadership

The number of female executives has grown significantly, now comprising **over 10%** of the leadership team.

Huasun actively demonstrates its commitment to gender equality and professional fairness.

SUSTAINABLE TEAM GROWTH

01

Low-Carbon Operations



Scientific Management



Energy Efficiency Improvement



Technological Advancement



Green Production

Sustainability is the key focus of the renewable energy industry. Huasun takes concrete steps to embed green and low-carbon values within its team culture.

SUSTAINABLE TEAM GROWTH

02

Enabling Talent Growth



Reflecting on 2024, our team's strength has been crucial to Huasun's success, fueling customer engagement, market growth, and industry transformation.

As we move into the future, Huasun will continue to harness this strength to drive global progress in renewable energy!



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www.huasunsolar.com**